

# „Women Taking the Lead“



*Action plan for increasing  
the number of women  
in leadership positions  
in German sport organizations*

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# Structure of Presentation



- The present situation of women in leading positions in German sport organizations
- Aims of the project
- The project's structure and responsibilities
- Research questions
- Empirical studies and selected results

# The Present Situation

- 10 million girls and women are members of sports clubs across Germany
- Girls and women represent 40 % of all members
- More female than male members in 7 of 55 sports federations
- Only 9 % of leading positions are held by women within national sports federations
- 25 of 55 national sports federations without any female members in the executive committees
- Only 4 female chairpersons are found within 55 national sports federations

# Aims of the Project



- Give information about the gender participation in leadership positions in German sport organizations and about the reasons for the lack of women
- Increase the number of women in leading positions in sport
- Offer equal access to women at decision making levels
- Benefit from the wealth of women's experiences and competencies

# The Project's Structure and Responsibilities



## Scientific component (FUB)

- Meta-analysis of existing studies
- Structural analysis of selected sports federations
- **Empirical surveys**
- Scientific evaluation of special programs as mentoring and Gender Mainstreaming (GM)

## Practical component (DSB)

- Development of promotion schemes for women in sports organizations as mentoring or GM (and put them into practice)
- Development of a women's network in sport
- Cooperation with 20 sport organizations
- Homepage: [www.femtotop.de](http://www.femtotop.de)



# Research Questions



- What are the reasons for the lack of women in leading positions in sport organizations?
- Is this gender difference more likely caused by special female and male personality traits or by the organizational structure of the sports federations themselves?
- What could be done for the training of new female recruits and where, in the first place, could these recruits be found?

# Empirical Studies Part One

- Qualitative interviews with women in leadership positions and expert interviews
- Representative evaluation of all female and male members in the executive committees of all national sports federations, regional sports confederations, NOC and *DSB*
- Evaluation of female trainers in the German Gymnastic Federation
- Structural analysis of selected sports federations
- Evaluation of special programs as mentoring

# Representative Evaluation: Population and Sample

	Women	Men	Total
Population (N)	106	591	<b>697</b>
Population (%)	<b>15.2</b>	<b>84.8</b>	100
Sample (N)	72	341	<b>413</b>
Sample (%)	17.4	82.6	<b>59.3</b>
Rate of return (%)	<b>67.9</b>	<b>57.7</b>	

# Selected Descriptive Results

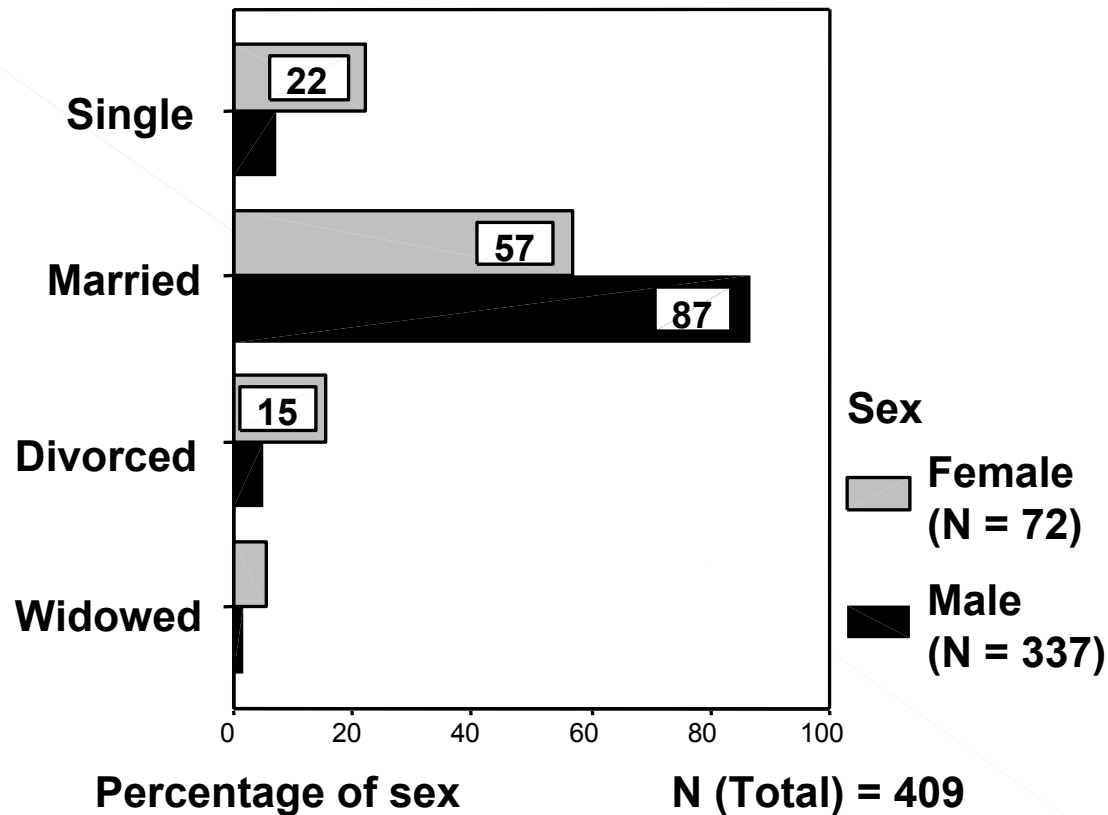


- Socio-demography
  - Career as executive committee member
  - Career in profession
  - Career as former athlete
- Focus on: significant gender differences

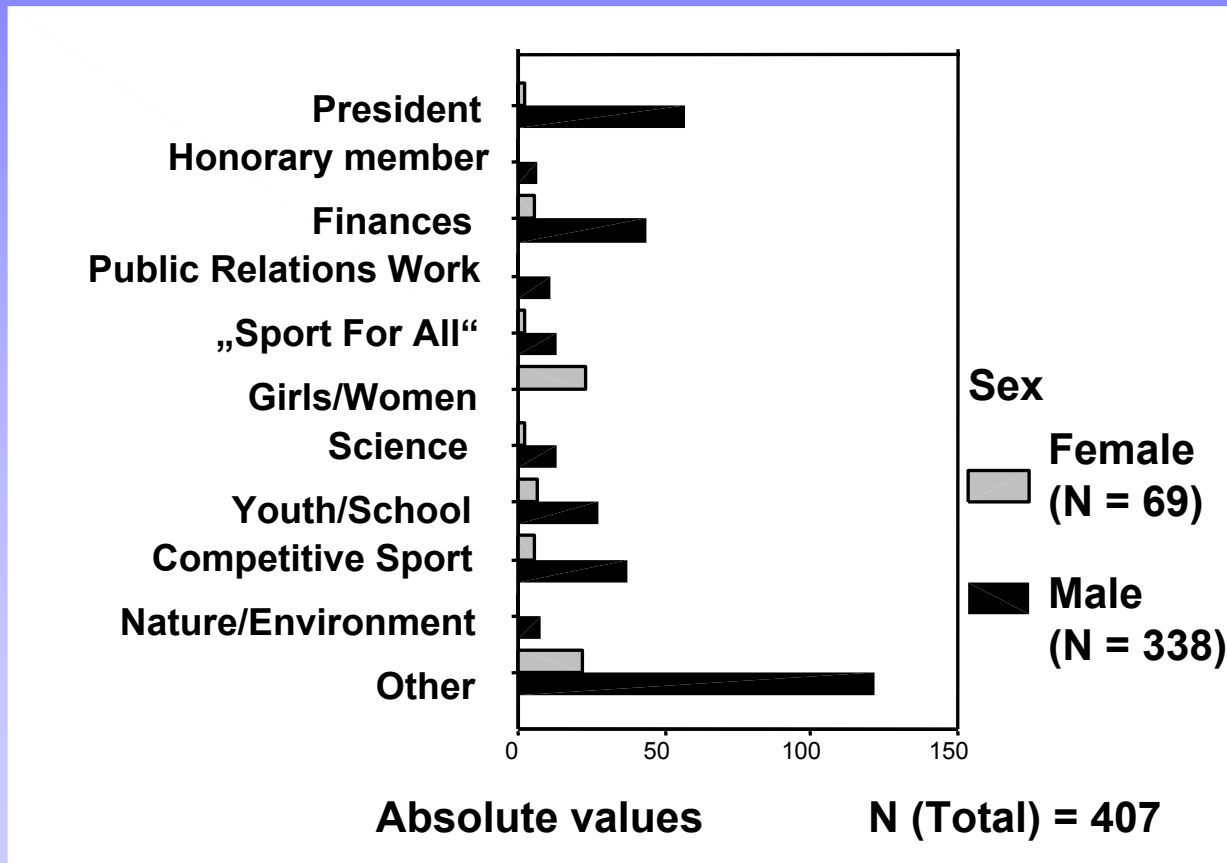
# Socio-demography: Age Structure

Age	Women (N = 71)	Men (N = 339)	Total (N = 410)
27 to 35 years	7 %	4 %	5 %
36 to 65 years	86 %	79 %	80 %
66 to 75 years	7 %	15 %	13 %
76 to 90 years	0 %	3 %	2 %

# Socio-demography: Marital Status



# Responsibility of Executive Committee Members



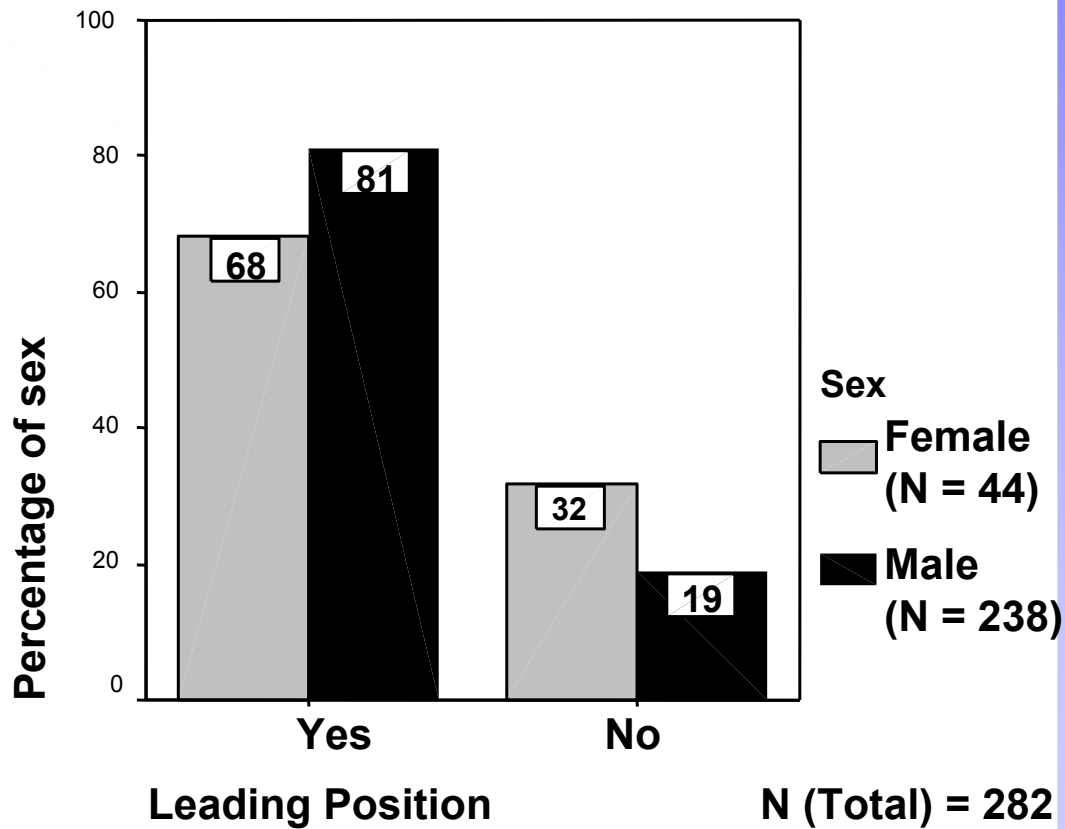
# Term of Office in the Executive Committee

Term of Office	Women (N = 70)	Men (N = 334)	Total (N = 404)
0 to 5 years	61 %	51 %	53 %
6 to 15 years	34 %	40 %	39 %
15 to 36 years	4 %	9 %	8 %

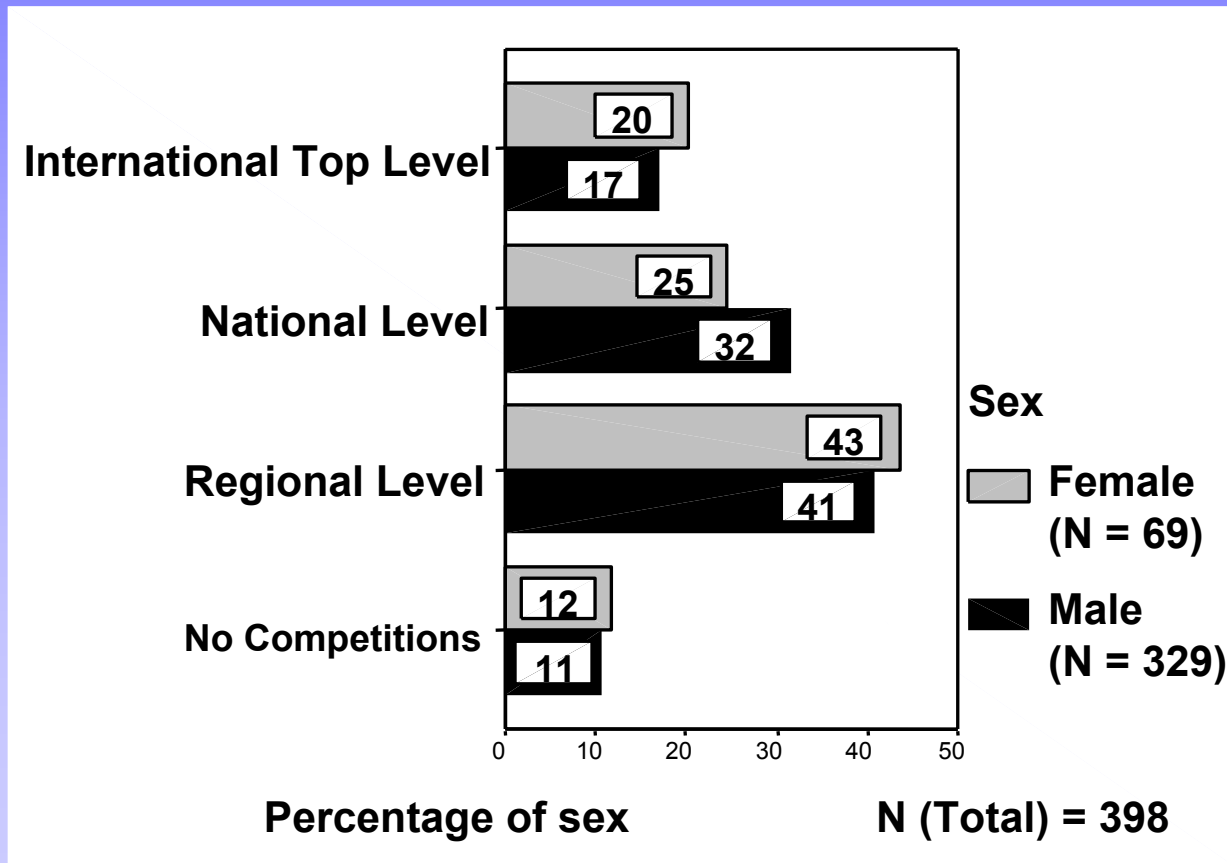
# Types of Career Barriers

<b>Career Barriers</b>	<b>Women (N = 39)</b>	<b>Men (N = 191)</b>
Gender-based barriers	35 %	0 %
Struggles for power	17 %	29 %
Incompatibility with the family	9 %	2 %
Antiquated organizational structure	0 %	13 %
Enviousness	0 %	11 %

# Career in Profession: Leading Position



# Career as Former Athlete: Competition Level



# Summary: Today's Type of a Female Leader in Sport

- No children or adult children
- Optimal support from her partner/family
- High education, high professional position
- Former active sports life on regional level
- Straight/planned career in sport organizations from local to national level
- Cooperation with male leaders (often does not approve of a women's quota and special promotion programs, adjusts to the given structures)

# Empirical Studies Part Two

- Qualitative interviews with female and male drop-outs (*Why did they quit their leadership position?*)
- Qualitative interviews with former female and male athletes (*Are they interested to get a leadership position in a sports federation?*)
- Continuation of the scientific evaluation of the promotion programs (mentoring etc)

**„Women Taking the Lead“**



***Thank you  
for your attention!***

